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### RETIREMENT RATIONALE

The production of intelligence for the national security is a highly specialized function. It is the acquisition of intelligence information from all possible sources and a preparation therefrom of timely reports and informed estimates for the policy officials of Government. The spectrum of reported information concerns that infinite variety of subjects and situations that may have a bearing on the welfare and the national security of the United States. The accomplishment of this mission requires the intelligence system to operate on a continuous basis and be specifically structured to respond to the critical pressures of time and crisis situations on a world-wide basis.

In fulfilling this highly important responsibility, CIA has the inherent obligation to maintain a total staff of the highest quality obtainable, trained, capable, and motivated to respond to whatever tasks are levied. Qualities particularly essential include high intelligence, objectivity, creativeness, dynamism, dedication, integrity, and adaptability to new problems, new methods, and new assignments. The quality of the intelligence product and the influence it carries is inevitably a direct reflection of the quality of those collectively performing the work and the reputation of the Agency with regard to the quality of its people.

To maintain this level of competence through the professionalism of personnel, the Agency directs a recruitment and selection program whereby we seek to replenish our personnel staff with individuals of the highest qualifications permissible in the competitive manpower world of today. Additional to the high intellectual standards we seek individuals with imagination, flexibility, stamina and judgement who through appropriate training and career development provide the continuous infusion of new energies, skills and prevailing knowledge of the state of art of the technical and intellectual disciplines. The demanding and dynamic nature of the Agency's world-wide intelligence program requires our fullest utilization of these employee skills during their most productive years. At the same time Agency personnel anticipate and expect that their competence and aspirations will be rewarded by promotion and advancement to positions and activities of greater responsibility and authority. To accomplish these dual objectives Agency management must require that those employees who cannot continue to cope with the demanding requirements and who have passed their most productive years should make room for the more productive personnel with new skills and greater energies. It is only through a program of timely retirement and replacement that the objectives and mission of the Agency can be achieved.

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In 1959 it was decided that normal attrition through resignation, death, and the rate of retirement was not adequate to meet these replacement objectives. A policy was established that employees would retire when first entitled to an unreduced annuity. That policy has evolved through subsequent changes in the law to retirement at age 60 with 20 years of creditable service for those employees under the Civil Service Retirement System. In a further effort to achieve these objectives the Agency in 1964 proposed and there was established the CIA Retirement System whereby those employees engaged in the demanding and specialized field of overseas intelligence operations and support thereto would retire at age 60. Therefore, the Agency is operating under two retirement systems, one devised to meet the retirement program of Government as a whole and the other devised to meet the Agency's special needs in the field of overseas intelligence operations. Additionally, a major consideration is the fact that the total Agency personnel population comprises individuals possessing most every known skill and occupying positions from that of a clerical vocational non-professional nature all the way through the professional management, substantive and technical positions. While there are differences among the employee occupations as to the demands and stresses of service in intelligence, it is the Agency's considered judgement that by age 60 most employees have passed the peak of their productive years and energies. It is recognized that a few individual employees in certain types of service may continue their peak of service productivity for a limited period beyond age 60; however, these will be few in number and must be determined on an individual basis. Therefore, it is Agency policy that employees under both the Civil Service Retirement System and the CIA Retirement System will retire at age 60. It is further provided that a limited number of extensions in service will be approved when the productivity of the individual and the need of the Agency are properly demonstrated.

The effect of these two measures is to shorten the career span of all employees by at least 5 to 10 years. They remove sooner all those who no longer fully meet current staffing requirements, providing vacancies for essential new blood, development through job rotation, and advancement of the outstanding. They keep the Agency an attractive career field that will attract and retain the exceptionally well qualified. They result in better matching of employee qualifications to current operations and maintain or upgrade the quality of Agency personnel.